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Development (1952) Department.

Ms SERIES.

G.O. NO. 989

Dated 10-3-52

Published in Notification no. 246 of [illegible]
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[Despatch Abstract.]

GOVERNMENT OF MADRAS.
Abstract.
***

Labour - Disputes - Dispute between the Workers and the management of the Ramakanthi Talkies, Mangalore. Reference to the Industrial Tribunal, Coimbatore for adjudication - Ordered.

GOVERNMENT OF MADRAS.
Abstract.
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Labour - Disputes - Dispute between the workers and the management of the Ramakanthi Talkies, Mangalore Reference to the Industrial Tribunal, Coimbatore for adjudication - Ordered.

DEVELOPMENT DEPARTMENT.

G.O.Ms.No.989 Dated 10-3-52.

Read:

From the Commissioner of Labour letter No.A.4-76181/51 dated 4-1-52.

ORDER:

The following notification will be published in the Fort St. George Gazette:-

NOTIFICATION

Whereas an Industrial dispute has arisen between the workers and the management of the Ramakanthi Talkies, Mangalore in respect of the matters mentioned in the annexure to this order;

And whereas in the opinion of His Excellency the Governor of Madras it is necessary to refer the said dispute for adjudication;

Now, therefore in exercise of the powers conferred by Section 10(1)(c) of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), His Excellency the Governor of Madras hereby directs that the said dispute be referred for adjudication to the Industrial Tribunal, having its place of sitting at Coimbatore.

J.M. Lobo Prabhu,
Secretary to Government.

To

The Industrial Tribunal, Brahmin's Extension, Coimbatore.
" Commissioner of Labour, Madras.
" Collector of South Kanara.
" Superintendent, Government Press (for publication)
" Secretary to Government of India Ministry of Labour, New Delhi.
" Accountant General, Madras.
" The management of the Ramakanthi Talkies, Mangalore.
" Secretary, South India Cinema Employees Association, Felix Par Bazaar, Mangalore.

Forwarded/By Order.

V.M./11/3

SUPERINTENDENT.

1439 P.T.O

2

ANNEXURE.

(1) Revision of basic pay.

(2) Fixation of dearness allowance.

(3) Bonus for the year 1950-51.

(4) Provident Fund.

(5) Gratuity.

(6) Whether the dismissal of the employee, Sri Soundis justified.

A4.76181/51. Office of the Commissioner of Labour, Chepauk, Madras, Dated: 4-1-52.

From

Sri C.G. Reddi,
Commissioner of Labour,
Madras.

Dw 2757 PT/52
31.52

SECOND ASSISTANT SECRETARY TO GOVERNMENT
7 JAN 1952
DEVELOPMENT DEPARTMENT

To

The Secretary to Government,
Development Department,
Madras.

Sir,

Sub:- Labour - Disputes - Dispute between the workers and the management of six talkies ~~some~~ in Mangalore Municipality.

I send herewith the conciliation proceedings No. 1904/51 dated 28-11-51 of the Labour Officer, Kozhikode.

The South Indian Cinema Employees' Association, Mangalore which represents the majority of the workers in all the 5 talkies mentioned below made certain demands against the managements of six cinema Talkies in Mangalore Municipality. The Labour Officer, Kozhikode took up the disputes for conciliation but as he could not bring about a settlement recommends that the disputes in the five talkies mentioned below be referred for adjudication. He does not recommend the dispute in the Sixth Talkie i.e. the Jyothi Talkies Mangalore, for reference to adjudication as the union is not representative of the workers employed in it. I request that the Government may be pleased to refer the following issues to the Industrial Tribunal, Coimbatore for adjudication. Orders may please be issued in respect of each undertaking seperately.

1. Revision of basic pay.

2. Fixation of D.A. according to the cost of living index.

3. Bonus for the year 1950-51.

4. Provident Fund.

5. Gratuity, and

6. Whether the dismissal of Sri Soans by the management of Ramakanthi Talkies, Mangalore is justifiable.

Parties to the dispute.

1. Ramakanthi Talkies, Mangalore.
2. Balaj Talkies. "
3. Central Talkies. "
4. Rupavathi Talkies. "
5. New Chitra Talkies. " and
6. South India Cinema Employees' Association, Felix Pai Bazaar, Mangalore.

RG/5/1

FOR COMMISSIONER OF LABOUR.

24

Development Dept

Endt. no. 2757/PI/52- dated

Returned to the Commissioner of Labour, Madras for resubmission with the Conciliation report of Labour Officer, Kozhikode referred to in the letter.

Asst. Secretary to Govt.

8.1.52 PS 8.1.52

To

The Commr. of Labour, Madras.

No need to return this. Ask the Coyr to send the Conciliation report of the Asst., Kozhikode for the information of Govt.

9/1/52

Dev

Please see

T.M. no. 2757 PI/52-1 dated 9-1-52

To.

The Commr. of Labour.

Sub:- Labour - Disputes - Dispute between the workers and the managements of cinema talkies in Mangalore Municipality.

Ref:- Your letter. no. A.4-76181/51 dated 4.1.52

The conciliation report of the Labour Officer, Kozhikode dated 28.11.51 stated to have been sent with your letter cited has not been received. Please send it urgently for the information of Govt.

9/1/52 PS 9.1.52

9/1/52

p.c. closed

27184 76184 5

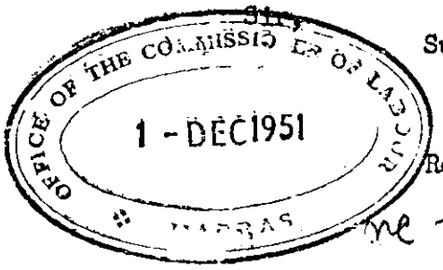
Ref:- 1904/51.

Office of the
Labour Officer, Malabar and South Kanara Districts.
Puthiyara, Kozhikode, dated 28-11-51.

From
Sri. D. K. Purushothaman, B.A.,
Labour Officer, Kozhikode.

To
The Secretary to Government,
Development Department,
Fort St. George, Madras.

Thro'
The Commissioner of Labour,
Chepauk, Madras.



Sub:- Labour- Disputes- Dispute between the workers and the Management of six Talkies some in Mangalore Municipality- Conciliation failure of- Report submitted.

Ref:- Letters dated 18th June, 51, 6th July, 51 and 28 September, 51. from the South Indian Cinema Employees' Association.

The Union in their letters cited above have demanded increase in salary and Dearness Allowance, Institution of Provident Fund, payment of Gratuity etc. (list of demands attached) for the staff employed in the various Talkies some in Mangalore namely 1. Jyothi Talkies 2. Ramakanthi Talkies 3. Balaji Talkies 4. Chitral Talkies 5. Rupavani Talkies and 6. New Chithra Talkies. It has also demanded the re-instatement of Sri. Soans and Sri. Shanker Bakkal who were dismissed from Ramakanthi Talkies and Jyothi Talkies respectively.

It is found from the records maintained in this office that several attempts were made by my predecessor to bring about an amicable settlement in the above dispute, but all in vain. I made a final attempt on 15th November and 16th November, 51 to compose the differences but to no purpose.

Regarding the demands 1. and 2. I told the Union leaders that they are covered by the statute in force.

Demand No. 5. is covered by demand No. 3. as such there was no argument on this.

The Union has asked me to drop for the time being demand No.13. as the staff employed in Touring Cinemas are better off now.

Regarding No. 6. the proprietors have agreed to fix the probationery period to six months. This is acceptable to the Union.

The Union did not press much the demand No. 9. as no body was denied so far free entrance to see the pictures.

The proprietors have agreed to consider seriously for

(P.T.O)

6

promothion provided the staff concerned is fit for the job. This covers demand No. 10.

Regarding demand Nos. 11 and 12 I told the Union leaders that this is not practicable. But while recruiting new hands the proprietors have agreed to give first preferance to the discharged workers.

The demands which the Union is very particular of are Nos. 3, 4, 7, 8 and 14. On these demands both the parties argued hours together very strongly to substantiate the statements of each.

The Proprietors of all these six Theatres regret their inability to concede demands Nos. 3, 4, 7, 8, and 14. Regarding bonus issue Central Talkies paid one month's pay as bonus to its workers. The list of the present rates prevailing in the Theatres is enclosed herewith.

Coming to the dismissal of Sri. Soans from Ramakanthi Talkies the proprietor states that he was dismissed for the following reasons:-

1. Systematic indifference to work.
2. Rough handling of the Cinema property.
3. Indiscipline and scant respect to the management.

Curiously enough these charges were mentioned in the same termination notice given to the employee on the 1st. July, 51. The Union leaders vigorously contend that this is a case of victimisation. I tried my best to bring about an amicable settlement but my efforts proved futile.

As per the dismissal of Sri. Shanker Bekkal I was able to convince the Union leaders that the action of the Jyothi Proprietor is justified.

The Jyothi proprietor contends in respect of the present demands, that his workers are quite satisfied and that there is no Industrial Dispute in his establishment.

In spite of my best efforts no compromise was brought about.

LABOUR OFFICER.

Copy submitted to the Commissioner of Labour, Madras.

Copy to:- 1. the Proprietors of Jyothi Talkies, Ramakanthi Talkies, Balaji Talkies, Central Talkies, Rupavani Talkies and New Chithra Talkies.

2. The Secretary, South Indian Cinema Employees' Association, Mangalore.

(Enclosure:- 2.)

3. The District Magistrate, Mangalore.

MEMORANDUM OF ~~MEDIUM~~ DEMANDS OF THE CINEMA EMPLOYEES.

1. WORKING HOURS: should not exceed eight hours per day: all extra hours of work should be paid 1½ times the usual wages.
2. LEAVE: All the employees be allowed 10 days' casual leave, 10 days festival leave and 10 days' sick leave with full wages and dearness allowance in addition to weekly holidays.
3. DEARNESS ALLOWANCE: Of annas 3/- for every point of cost of living index over and above 100 points be paid to all the employees.
4. PROVIDENT FUND: should be constituted with the employer and employees each contributing 1½ annas for every rupee of the basic salary.
5. HOUSE RENT: House Rent allowance of R. 7/8/0 should be paid to all the employees.
6. PERMANANCY: Every employee should be made permanent after 3 months of service.
7. BONUS: For the financial year of 1950-51, all the employees who were in service during the said period should be paid a bonus equivalent to 2 months wages.
8. GRATUITY: A gratuity of one month's wages for every year's service above 5 years should be given to every employee on retirement or termination of service.
9. A family pass for three adults and three children should be given to every employee for every change of picture.
10. An equitable scheme of promotion to be drawn up and promotion be made to the next higher grade on the basis of seniority in service.
11. No worker should be dismissed, suspended or fined without the previous consultation of the Union representatives.
12. The employers should consult the Union Representatives, as far as possible, in recruiting new workers and ex-cinema employees should be given preference as far as possible.
13. The employees of the Touring Talkies should be paid the wages even on the days when there is no show on account of erection and dismantling of the Cinema tents.
14. The following should be the scale of pay with yearly increment to be paid and the staff to be employed in the theatres as well as Touring Talkies:-

Staff.

Designation.	Increment.	Theatre.	Touring Talkies.
Manager.	100-0/4-0/140-0.	1.	1.
Assistant do.	90-0/3-0/120-0.	1.	---
Chief Operator.	90-0/3-0/120-0.	1.	1.

(P.T.O)

(1)	(2)	(3)	(4)
First Assistant Operator.	80-0/2-8/105-0.	1.	1.
2nd. do.	70-0/2-0/ 90-0.	1.	---
Electrician.	45-0/2-0/ 65-0.	1.	1.
Booking Clerks.	42-8/1-8/57 -8.	4.	2.
Ticket Collector.	40-0/1-8/ 55-0.	8.	5.
Watchman.	35-0/1-0/ 45-0.	2.	1.
Sweeper.	32-8/1[illegible]-0/42-8.	2.	1.
Scavenger.	30-0/1-, 0/40-0.	2.	1.
Engine Driver.	50-0/2- 8/75-0.	0.	1.
Apprentices.	26-0.	2.	1.

TRUE COPY

The list of present rates.

Jyothi Talkies.

	Basic pay.	D. A.
1. Chief operator.	Rs. 90/0/0.	Nil.
2. Assistant. do.	40/0/0.	--
3. Door keepers.	25/0/0.	--
4. ~~2nd. Assistant operator.~~	30/0/0.	--
5. Booking clerk 1.	35/0/0.	--
6. Booking Clerk(parttime) 1.	20/0/0.	--
7. Painter.	55/0/0.	--
8. Scavenger (partime)	15/0/0.	--

Ramakanthi Talkies.

1. Chief operator.	100/0/0.	--
2. Apprentice operators.	30/0/0.	--
3. Gate keeper.	45/0/0.	--
4. Gate keeper.	35/0/0.	--
5. Parttime Booking clerk.	30/0/0.	--
6. Booking Clerk.	45/0/0.	--
7. Painter.	35/0/0.	--
8. Sweeper (partime)	10/0/0.	--

Balaji Talkies.

1. Chief operator.	95/0/0.	--
2. Assistant operator.	70/0/0.	--
3. Door keeper.	50/0/0.	--
4. Door keeper.	40/0/0.	--
5. Door keeper.	36/0/0.	--
6. do.	30/0/0.	--

10

7.	12. Painter (partime)	30/0/0.	--
8.	11. Booking clerk.	35/0/0.	--
9.	12. Clerk.	75/0/0.	--
10.	13. Sweeper (partime)	15/0/0.	--

Chitra Talkies.

1.	Chief operator.	125/0/0.	--
2.	Apprentices.	50/0/0.	--
3.	do.	40/0/0.	--
4.	Gate keepers.	35/0/0.	--
5.	do.	25/0/0.	--
6.	Partime painters.	25/0/0.	--
7.	Scavenger (partime)	8/0/0.	--
8.			

Rupavani ~~Theatres~~, Talkies.

1.	Operator.	100/0/0.	--
2.	Apprentices. 1.	45/0/0.	--
3.	do.	35/0/0.	--
4.	Gate keepers.	25/0/0.	--
5.	do.	45/0/0.	--
6.	Booking clerk (partime)	15/0/0.	--
7.	Scavenger (partime)	8/0/0.	--
8.	Painter (partime)	25/0/0.	--

Central Talkies.

1.	Cheif operator.	95/0/0.	--
2.	2nd operator.	70/0/0.	--
3.	Assistant. do.	60/0/0.	--

4. Assistant operator. -	30/0/0.	--
5. Booking-cum-painter.	80/0/0.	--
6. Booking clerk.	50/0/0.	--
7. Partime booking clerk.	30/0/0.	--
8. Gate keepers.	25/-- 40/-	--
9. Scavenger (partime)	8/0/0.	--

11 9

OFFICE OF THE COMMISSIONER OF LABOUR
DEC 1951
MADRAS

13

Ref:- 1904/51.

Office of the
Labour Officer, Malabar and South Kanara Districts.
Puthiyara, Kozhikode, dated 28-11-51.

CONFIDENTIAL:

From
Sri. D. K. Purushothaman, B.A.,
Labour Officer, Kozhikode.

To
The Secretary to Government,
Development Department,
Fort. St. George, Madras.

Thro'
The Commissioner of Labour,
Chepauk, Madras.

Sir,

Sub:- Labour- Disputes- Dispute between the workers and the management of six Talkies some in Mangalore Municipality- Conciliation failure of.- Report submitted.

Ref:- Letters dated 18th June, 51 and 6th July, 51 and 28 September, 51 from the South Indian Cinema Employees' Association.

With reference to the above I submit that I pressed the proprietors of the six Theatres to enhance the wages (including Dearness Allowance) of their workers a bit more in view of the present living conditions prevailing in Mangalore. I have also pointed out to them the recent Award of the Industrial Tribunal in respect of the Theatres in Salem. But my appeal to them turned on deaf years.

2 Regarding Bonus I think that at least one month's pay should be given as Bonus like the Central Talkies. Payment of more than one month is not warranted in view of the present financial position and business.

3 Coming to the question of instituting the scheme of Provident Fund and Gratuity I a m of opinion that it is high time that the Proprietors should make some arrangements for these retirement benefits.

4 In the circumstances I am strongly of opinion that the following demands of the Union are very reasonable and may be referred to adjudication.

5

1. Revision of Basic pay.
2. Fixation of Dearness Allowance according to the Cost of living index.
3. Bonus.
4. Provident Fund.
5. Gratuity.

6 I also recommend that the case of the dismissed workers Sri. Soans may be referred to adjudication as I am convinced in the enquiry that the charges framed are malicious and that no opportunity was

(P.T.O)

~~12~~

14

given to the aggrieved worker to explain his stand.

LABOUR OFFICER.

Copy submitted to the Commissioner of Labour, Madras.

Dis 15

Memo. no. 2757 PI/52-I dated 24.1.52

Labour — Disputes — Dispute between the workers and the managements of six cinema talkies in Mangalore Municipality.

Ref:- From the C.L., letter no. A.4-76181/51 dated 4.1.52.

In his conciliation report dated 28.11.51 sent with the letter cited the Labour Officer, Kozhikode has stated that payment of a bonus of more than one month's pay for the year 1950-51 is not warranted in all talkies in view of the present financial position and business. The management of the Central Talkies alone have paid a bonus of one month pay to their workers. As the management

F. 16

of the other 4 talkies in question have not paid ~~even~~ a bonus of even one month's pay, the C.L. is requested to persuade those managements to pay one a bonus of one month's ~~bonus~~ as has been done in the Central Talkies and to see whether the difference can be settled

The Comsr. is also requested to ascertain and report whether the managements can afford to introduce ~~the~~ provident fund scheme and gratuity at present.

A reply is requested not later than 15.2.52.

FB 152
21.1.52

23/1/52

23

To
The C.L.

Compd
21/1/52

South India Cinema Employees' Association

(South Kanara Dist. Branch)

ಇಂಡಿಯಾ ಸಿನೆಮಾ ಎಂಪ್ಲೊಯಿಸ್ ಎಸೊಸಿಯೇಷನ್

(ದ. ಕ. ಜಿಲ್ಲಾ ಶಾಖೆ, ಮಂಗಳೂರು)

17

THE SOUTH INDIAN CINE EMPLOYEES' ASSOCIATION. Branch Office, MANGALORE. S.K. REGD. NO. 465

Felix Pai Bazaar,
Mangalore,
13th Feb 1952.

Dw 15594 P

RECD A. 13 FEB 1952 GOVT. MADRAS

The Secretary,
Development Department,
Government of Madras.
Madras.

Sir,

Sub: Labour-dispute-Dispute between the workers and the management of six talkies, in Mangalore Muncipality-Failure of conciliation-

Ref: Letter of Labour Officer, Kozhikode-dated 904-51 dated 28-11-52.

We very much regret to bring it to your kind attention that we have not been informed of any action the government pleased to take in this matter. As we pointed out ~~xxxx

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Cno. 2757 PP/52

Thanking you,

Yours faithfully,

Secretary.

Copy to,

The S.I.C.E.Association,Madras.

The Labour officer, Kozhikode, for information only.

Dw

To A.

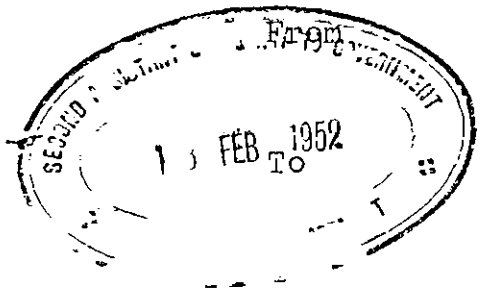
Letter on pp. 15—16 ante

No action seems called for. ~~The C.L's reply to the memo at pp 13—14 ante maybe awaited till 15.2.~~ With ref. to the memo at pp 13—14 ante, the C.L. maybe reminded on 15.2.52.

13/2/52

19

A.4.No.76181/51. Office of the commissioner of Labour, Chepauk, Madras, dated, 15.2.1952.



Sri C.G. Reddi, I.A.S.,
Commissioner of Labour, Madras.

The Secretary to Government,
Development Department,
Fort St. George,
Madras.

Dev 17510 P2/52
18.2.52

Sir,

Sub: Labour - Disputes - Dispute between the workers and the managements of six cinema Talkies in Mangalore Municipality.

Ref: Government Memorandum No.2757. P.I/52-1, dated 24.1.1952.

...

The managements of the four talkies are not prepared to pay one month's salary as bonus to the workers as the management of the Central Talkies have done.

All the managements can afford to institute Provident Fund and gratuity schemes at present.

For Commissioner of Labour.

V.M.16/2

63/12/3 Dec. 21

Memo. No. 2757 Pt./52-2 dated 10-3-53

Labour — Disputes — Dispute between the workers and the managements of six cinema talkies in Mangalore Municipality

Ref:— From the C.L., Letter No. A.4-76181/57 dt. 4.1.58

The Govt. have decided to refer the above dispute to the Ind. Tribunal, Coimbatore for adjudication in respect of five cinema talkies, namely, Ramakanthi Talkies, Balaj Talkies, Central Talkies, Rupavathi Talkies and New Chitra Talkies.

2. As regards Jyothi Talkies, the C.L. has reported that the Southern Indian Cinema Employees Association, Mangalore, is not representative of the workers employed in it

22

and has not therefore not recommended the dispute in their talkes. for adjudication the Govt. have accepted his views.

5.3.52

6.3.52

To the C.L.

The Secretary,
South Indian Cinema
Employees' Association,
Felix Pai Bazaar,
Mangalore

The Management
Jyothi Talkies,
Mangalore. (para 2 only)

(para 2 only)

Compare
K
12/3

Development Department

Labour - Disputes - Dispute between the workers and the management of the Ramakanthi Talkies, Mangalore Reference to the Industrial Tribunal, Coimbatore for adjudication - Ordered.

Read:

From the Commissioner of Labour letter No. A.4-76181/51 dated 4-1-52.

ORDER Ms. No. 989 Development Dated 10-3-52

The following notification will be published in the Fort St. George Gazette:-

NOTIFICATION

Whereas an Industrial dispute has arisen between the workers and the management of the Ramakanthi Talkies, Mangalore in respect of the matters mentioned in the annexure to this order;

And whereas in the opinion of H.E. the Governor of Madras it is necessary to refer the said dispute for adjudication;

Now, therefore in exercise of the powers conferred by Section 10(1)(c) of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), H.E. the Governor of Madras hereby directs that the said dispute be referred for adjudication to the Industrial Tribunal, having its place of sitting at Coimbatore.

5.3.52
6.3.52

P.T.O. for annexure

To the Ind. Trib., Brahmin Extension, Coimbatore.
" C. of L., Madras.
" Collector of South Kanara.
" Superintendent, G.P., (for publication)
" Secy. to Govt. of India, Ministry of Labour, New Delhi.
" A.G., Madras.
" Management of the Ramakanthi Talkies, Mangalore.
" Secy., South India Cinema Employees Association, Felix Pai Bazaar Mangalore

Reporter Board

24

Annexure

(1) Revision of basic pay.

(2) Fixation of dearness allowance.

(3) Bonus for the year 1950-51

(4) Provident Fund

(5) Gratuity.

(6) Whether the dismissal of the employee, Sri Soans' is justified

A & pl"

5.3.52
B.S
6.3.52

P. T.

Dev. Dept.

C.No. 2757 PI/52.

Sub:— Labour — Disputes — Dispute between the workers and the managements of six cinema talkies in Mangalore Municipality

Ref: From the C.L., letter No. A.4—76181/9 dated 4.1.52

To A.S.

The South Indian Cinema Employees Association, Mangalore raised certain demands on behalf of the workers of the 6 cinema talkies in Mangalore Municipality. The demands are at pp. 5—6 of The Labour Officer, Kozhikode who took up the demands for conciliation considered that some demands ~~were~~ are covered by the existing Statutes in force, ~~that some demands are irreconcilable and some~~ ~~some~~ unreasonable and were declined to the following with which that the Employees' Association is very particular ~~of the following demands~~:—

(1) Revision of basic wages
(2) Fixation of D.A. with reference to cost of living index.
(3) Bonus for the year 1950—51.
(4) Provident fund.
(5) Gratuity.

There is one more demand regarding the dismissal of Sri Soans, worker in Ramakanthi Talkies. The Labour Officer is not able to bring about an amicable settlement in respect of the above demands and therefore ~~has~~ recommended ~~for~~ adjudication. The C.L. ~~has~~ supports his recommendation.

2. The disputes ~~is in~~ in 6 cinema talkies but the Labour Officer has recommended adjudication only in respect of 5 talkies; as regards the other one, namely, Jyothi Talkies, the proprietor

has contended that his workers are quite satisfied and that there is no industrial dispute in his concern. Further the Union is reported to be not representative of the workers in Jyothi Talkies The demands are examined below:—

Basic pay and dearness allowance

A list of present rates of basic pay being paid in all 6 talkies is at pp. 7–9 of. It is seen that no dearness allowance is paid to the workers. The demand is for the grant of 3 annas per point over 100 points of cost of living index. The Labour Officer pressed the proprietors to enhance the wages including D. A. a bit more in view of the present living conditions in Mangalore but the proprietors did not accede to his request. The demands for the revision of basic pay and dearness allowance are reported to be reasonable.

Bonus for 1950–51.

The Central talkies has paid a bonus of one month pay to its workers The Labour Officer considers that payment of a bonus of more than one month's pay is not warranted in all talkies in view of the present financial position and business As the managements of 4 talkies excluding Central Talkies have not paid a bonus of one months pay, the C.L. maybe asked to persuade those managements to pay one months bonus as has been done in Central Talkies and to see that the

A | the difference can be settled. For orders.

Provident Fund and gratuity:

The Labour Officer considers that it is high time that the managements should make some arrangements for their retirement benefits. But he has not stated whether the managements can afford to introduce the provident fund scheme and gratuity at present. The

B | C.L. may be addressed in the matter.

Dismissal of the worker, Soans.

The worker was dismissed for indifference to work and indiscipline towards the management of Ramakanthi Talkies. Charges were also framed against him before dismissal. But the Labour Officer says that the charges are malicious and that no opportunity was given to him to defend his case. As he considers that this is a reasonable case for adjudication, this may be referred.

3. With ref. to A and pp. 2–3 ante and B above, a draft memo to the C.L. is submitted for approval.

18/52
PS
21.1.52

28/1/52

23/1

[Issued as Memo. No. 2757 PI/52-1 dated 24.1.52]

From the C.L., Letter No. A.4-76181/51 dt. 15.2.52

To AS.

With ref. to A on pp. 2–3 ante, the C.L says that the managements of the 4 talkies are not prepared to pay a bonus of one month's salary to their workers, as [illegible] Regarding B above, he says

2757 [illegible]

15
1/3

that all the managements can afford to institute Provident Fund and Gratuity schemes at present. It is therefore for orders whether the 6 issues mentioned at A on p. 1 ante in respect of the 5 talks specified at B on p. 1 ante may be referred to the Ind. Tribunal, Coimbatore for adjudication.

29/12/52

27.2.52.
PS
28.2.52

29/12/52 Sir, I may refer to adjudication

H. M (L.R)

4/3

SECRETARY TO GOVERNMENT
1 SEP 1959
DEVELOPMENT DEPARTMENT

To A.S.

(Orders in circulation above)

The disputes may be referred individually. 5 draft orders and a draft memo are submitted for approval.

6/1/53

5352
PS
6.3.52

(Issued as Memo No. 2757 PE/52 2 dt 10-3-52)

(Issued as G.O. Ms. No. 989, 990, 991, 992 and 993 Dev. dt. 10-3-52)

Docketed separately